## Priority Placement Progr



Workforce Briefing

## Priority Placement **Program**"The most effective outplacement program in the federal government"

- General Accounting

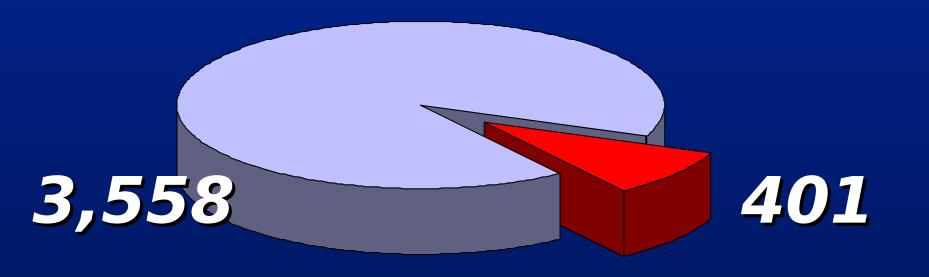
### PPP Statistics

1 May 99 - 30 Apr 00

- Job offers 3,959
- Avg. per month 330

#### PPP Statistics

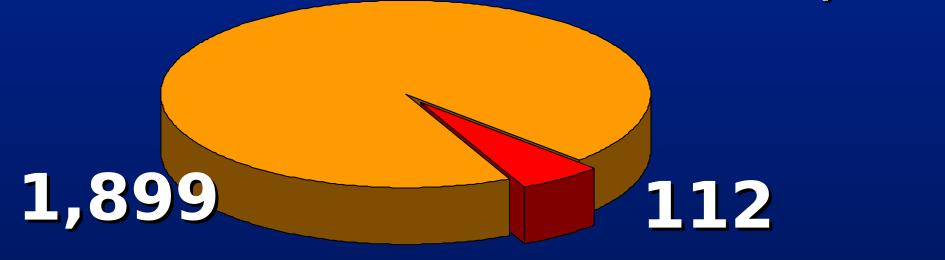
1 May 99 - 30 April 00



- Offers Accepted 90%
- Offers Declined 10%

## PPP Statistics 1 May 99 - 30 Apr 00

Released Without Offers - 2,011



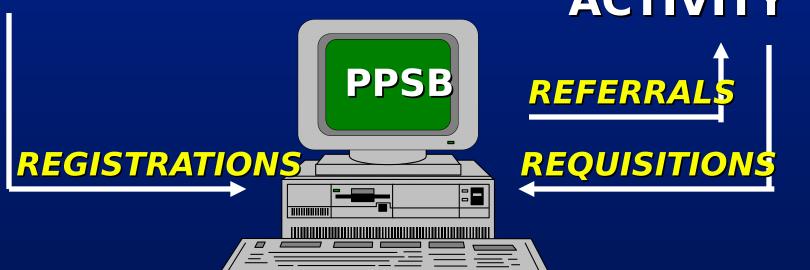
- Registered for commuting area only
- Registered outside commuting area

## PPP System Overview

DOWNSIZING ACTIVITY

JOB OFFERS

POTENTIAL GAINING ACTIVITY



## Registration Eligibility

- + Separation
- + Change to lower grade
- Transfer of Function outside commuting area
- Reassignment outside commuting area

# Registration Inclinibility conduct / performance

- Disability / Optional retirees
- Reemployed annuitants
- **NAF** employees
- **Temporary / Term employees**
- **Incentive** recipients

## Mandatory Registration If your are:

- Scheduled for separation;
- Eligible for severance pay; and
- **Decline** registration or register for commuting area only

The following applies -->

# Mandatory Registresceipt of separation notice, you will be registered for:

- Current grade & 2 grades below
- □ Up to 5 skills
- All activities in commuting area

#### Referral Priorities



#### Referral Priorities



- Transfer of function declination \*
- RIF demotion 2 or more GS grades
- Reassignment

\* outside commuting area

## Referral Priorities



RIF demotion

less than 2 GS grades

## Priorities 1 and 2



- \* Promotions
- \* Reassignments
- \* Transfers
- \* Appointments
- \* Demotions
  (to positions with promotion potential)

## Priority 3



\* Selections within component



- \* Appointments
- \* Transfers

## PPP Statistics - 30 April 2000 Registrations - 5



**Priority 1 - 86%** 

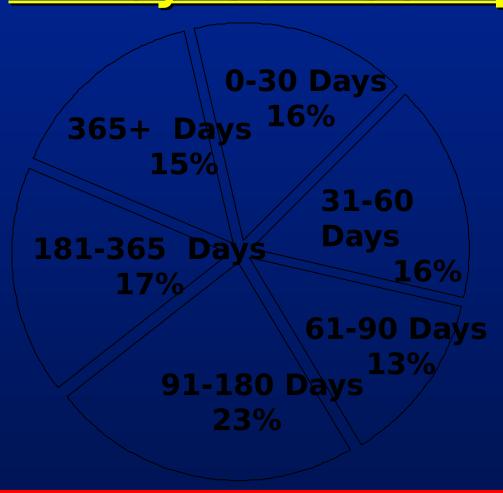


Priority 2/3 - 1

# Length of Begistration Strants remain in PPP until:

- Placed
- **X** Declination of valid offer
- **X** Otherwise deleted
- **× 1** year after separation

## PPP Placements 1 May 99 - 30 Apr 00



## Registration - Skills Must be

## WELL QUALIFIED

(i.e., able to perform after <u>orientation only</u>)

# Registration Grades Current permanent / retained grade

3 GS grades below high grade

#### PPP Statistics \*

```
TOTAL PLACEMENTS - 3,558
```

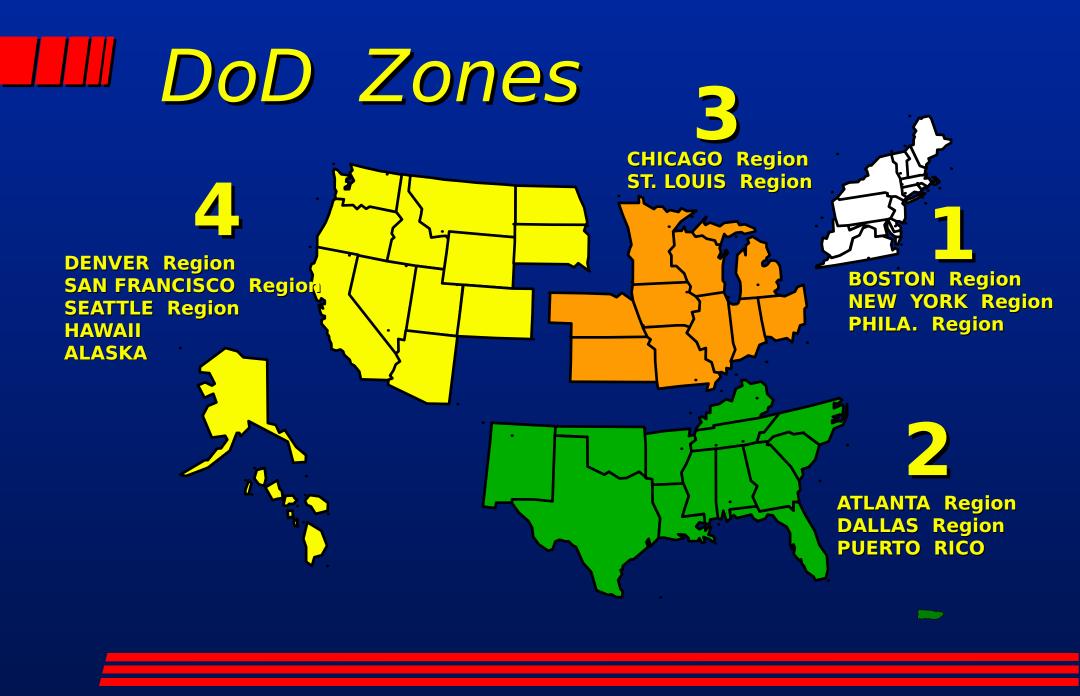
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Current Grade - 2,402 (68%)

1 Grade Lower - 545 (15%)

2 Grades *Lby** 99 - 30 Apr 00 - 376 (10%)
```

## MArea of Referral

- Separation: Minimum number of DoD activities <u>nearest</u> the duty station likely to provide a job opportunity
  - Area of Referral based on LOW GRADE for which registered
- Change-to-Lower -Grade: Commuting area only



Area of Referral
1st 30 Days

PHILADELPHIA REGI

GS-07, WS-05, WL-09, WG-07 and above



Philadelphia Region & State of North (

## Area of Referral 31-60 Days

GS-07, WS-05, WL-09, WG-07 and above

OT OH WY VA

KY NC

TN SC

AL GA

New York Region Philadelphia Region

DE

DC

Philadelphia Region, New York Region, States of Nord South Carolina, Georgia, Alabama, Tennessee, Kentuc

## Area of Referral 1st 30 Days

GS-05, GS-06 WG-05, WG-06



States of North Carolina and Virginia

# Area of Referral 31-60 Days PHILADELPHIA REGIONAL DE

GS-05, GS-06 WG-05, WG-06



Philadelphia Region & State of North (

## III Area of Referral

All Others - 1st 30 Days

-50 Mile Radius

## Area of Referral 31-60 Days

All Others



States of North Carolina and Virginia

## MArea of Referral

- \*Expansion after reasonable period without offer
- No expansion beyond commuting area after separation
- No "skipping over"

## MArea of Referral

### If both spouses affected:

- \*Select "lead" spouse
- Lead spouse registers; accepts offer
- "Trailing" spouse registers for <u>new commuting area</u> only

## Commuting Area

Reasonable distance from <u>employee's residence</u>

based on current DAILY commuting distance

## PPP Placements \*

Total Placements - 3,558

Inside commuting area - 1,935 (54%)

Outside commuting area - 1,623 (46%) ay 99 - 30 Apr 00

## Job Offers

- 2 days to respond
- One valid offer only



## COMMUNICATIONS

- <u>All</u> communications must be between the 2 personnel offices
  - PPP registrants may <u>NOT</u> contact potential gaining supervisors, directors, or civilian personnel offices as a PPP registrant
  - May contact personnel offices for general employment opportunities

#### Walid Offers

- Permanent position
- Grade/Area for which registered
- DoD activity
- Drug testing position

### III Invalid Offers

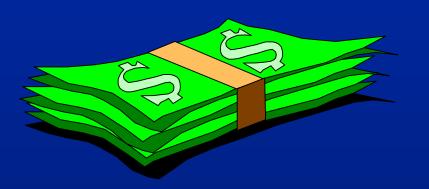
- Non-DoD Federal agency
- Unreasonable working conditions
- Obligated positions
- Temporary/Term positions

# Reporting Dates



- \* Same area 14 days
- \* PCS move 30 days





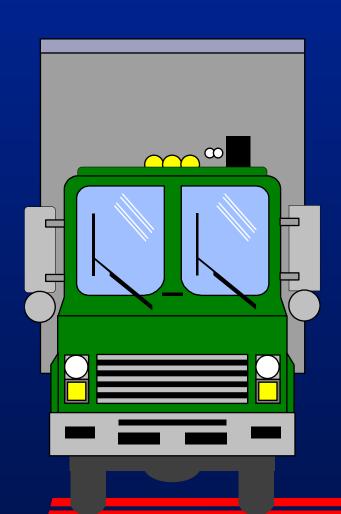
If placed at a lower grade:

**Before separationAfter separation** 

RETENTION

GRADE / PAY LAST EARNED RATE

# Moving Expenses



\* Within

DOP JTR amounts

\*\* Losing activity pays

\* Outside DoD



## III Temporary Positions

- Offers in <u>commuting</u>
  <u>area only</u>
- Continued registration in PPP
- 3-day break in service

# III Temporary Positions



Accepting a temporary/term position without a break in service can affect future GRADE & PAY RETENTION

CPO/HRO

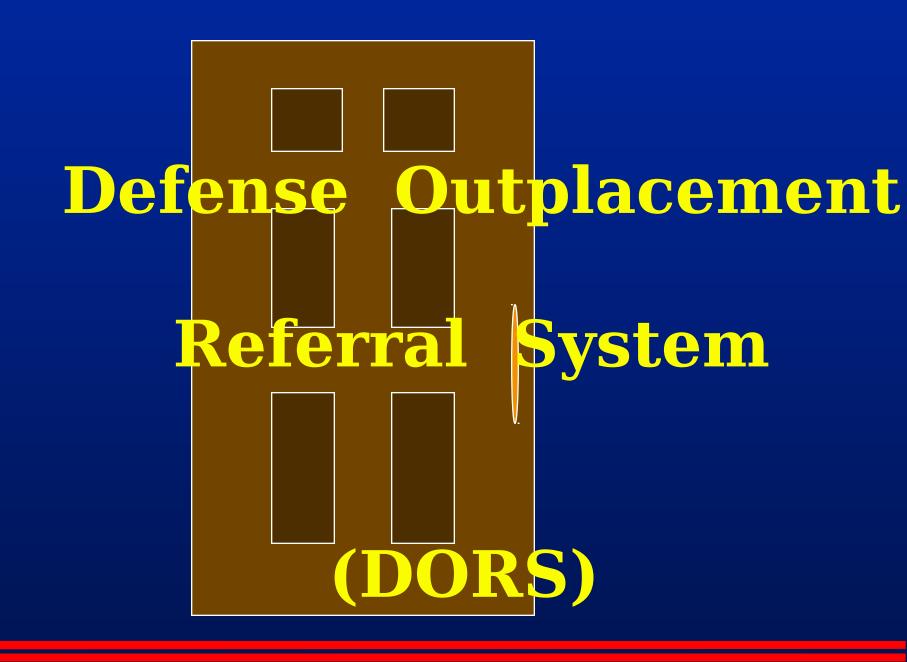
before accepting



**Priority Placement Program** 

# M Civilian Spouses

- Permanent DoD employee whose civilian spouse relocates due to *RIF*, *ToF*, or *lirected reassignment* can register in PPP
  - \* Priority 3
  - \* New commuting area only
  - \* May register 30 days before sponsor's reporting date
    - \* 1 year of eligibility



#### Defense Outplacement Referral System - DORS

Joint Effort - OPM / DoD

- Referral to:
  - DoD Activities
  - Other Federal Activities

#### Defense Outplacement Referral System - DORS

#### Referral to Private Sector

 Operation Transition Web Site hosted by Defense Manpower Date Center: <u>www.dmdc.osd.mil/ot</u>

Department of Labor Web site: dod.jobsearch.org



VSIP Phase II

#### Woluntary Separation Incentive Pay - VSIP -Phase II

- Cross Component VSIP / VERA
  - Effective May 94
  - -48 States, D.C.
- Create Vacancies for:
  - Priority 1 PPP Registrants
  - Still Employed

#### VSIP - Phase II

#### Eligibility

- Program "A" Priority 1 Registrant
- In Receipt of RIF Notice
- 120 Days or Less to Separation
- Exceptions Require Component / CARE Approval



- Eligible for 1 Valid Incentive Based Offer
- Declinees Deleted from PPP Unless Mandatory Provisions Apply
- Offer Contingent Upon VSIP Applicant
  - May Withdraw until Gaining Activity Notified of Acceptance of Offer



# Expanded VSIP Activity As of 30 April 2000

Placements Reported 4,264



**Priority Placement Program**